

Douglas A. Ducey  
Governor



Justin Bohall  
Executive Director

## State of Arizona Board of Chiropractic Examiners

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### NON-DISCRIMINATION POLICY

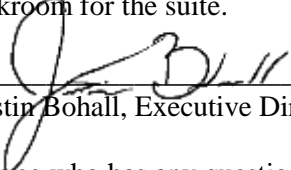
The State of Arizona Board of Chiropractic Examiners is committed to a work environment in which all individuals are treated with respect and dignity. Each individual has the right to work in a professional atmosphere that promotes equal employment opportunity and prohibits discriminatory practices, including harassment. Therefore, the Board of Chiropractic Examiners commits itself to the attached Non-Discrimination policy.

1. The Board has developed this policy to ensure that all its employees can work in an environment free from harassment, discrimination and retaliation.
2. The Board will make every reasonable effort to ensure that all concerned are familiar with this policy and aware that any complaint of violation of such policies will be investigated and resolved appropriately.
3. The Board of Chiropractic Examiners shall not discriminate on the basis of race, color, religion, sex, age, disability, national origin, or any other characteristic protected by law. Equal Opportunity applies to such employment practices as hiring, upgrading, demotion, transfer, recruitment, advertising, layoff, termination, rates of pay or other forms of compensation, selection for training, job assignments, accessibility, working conditions and special duty details.
4. All Board of Chiropractic Examiners management personnel shall actively support recruitment and career development programs to ensure equitable representation of minorities, females, seniors, LGBT and individuals with disabilities, special disabled veterans and Vietnam Era veterans in all job categories and pay grades.
5. The Board of Chiropractic Examiners shall not tolerate discrimination in the agency as it creates an intimidating, degenerating, hostile and offensive working environment. Each employee has an affirmative duty to maintain a workplace free of harassment, intimidation, discrimination. Board of Chiropractic Examiners prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.
6. The Board will post the Non-Discrimination Policy throughout board facilities.
7. All written bid announcements, request for proposals, employment announcements, requests for applications, program brochures, literature and general solicitations shall include the phrase:  
**“Arizona State Government is an EOE/ADA Reasonable Accommodation Employer”**

The Board of Chiropractic Examiners is committed to ensuring that all its employees can work in an environment free from harassment, discrimination and retaliation.

As Director of the Board of Chiropractic Examiners, I am committed to the principles of Equal Employment Opportunity. To ensure the dissemination and implementation of the 2018 Equal Opportunity Plan throughout all levels of the Department, Lindsey Castro shall serve as the Equal Opportunity Administrator for the Board of Chiropractic Examiners. She can be reached at 602.542.9104 or [LCastro@chiroboard.az.gov](mailto:LCastro@chiroboard.az.gov).

This policy is accessible to employees at [www.Chiroboard.az.gov/Non-Discrimination-Policy](http://www.Chiroboard.az.gov/Non-Discrimination-Policy) or in the office breakroom for the suite.

  
Justin Bohall, Executive Director

January 1, 2018

Date

Any employee who has any questions or concerns about this policy should talk with the Lindsey Castro at 602.542.9104 or the Governor's Office of Equal Opportunity, <http://eo.azgovernor.gov>, 602-542-3711.